STAR Series

For Congregational Leaders

ADAPTABILITY

COMPETENCY: Adaptability is one of the most important leadership traits for those working with young adults today. This generation has grown up in a world of rapid change—from economic instability to digital transformation—and they expect the same flexibility from the communities they engage with.

The Leadership Edge for Engaging Young Adults

1 DON'T LET COMFORT HOLD YOU BACK

It can be easy to cling to your congregation's current way of doing things, and not just because change can be scary—the status quo feels easy and comfortable! But congregational leaders can learn to see change as an opportunity, not a threat, and evolve their methods to stay connected with young adults in a rapidly shifting culture.

2 USE "WHAT IF?" TO EMBRACE CHANGE

Asking "what if?" helps mentally prepare for uncertainty. This imaginative exercise isn't just for curious kids—it helps leaders visualize new approaches and prepare flexible responses. By playing out scenarios like, "What if young adults don't show up?" leaders can proactively pivot rather than panic.

3 ADOPT A "YES, AND ..." MINDSET

Adaptability means accepting change and building on it. Instead of resisting young adults' behaviors—like last-minute cancellations or constant phone use—leaders can reframe them as openings for connection. For example, "Yes, they live on their phones, and that gives us a direct way to reach them."

4 MICRO-ADAPT TO STAY RELEVANT

Big shifts can be overwhelming, but micro-adapting—making small, consistent tweaks—builds trust and reduces resistance. Whether it's updating communication styles or offering low-stakes events, these subtle adjustments keep engagement strategies fresh and relevant to today's young adults.



s.t.a.r. FOR YOUNG ADULT MINISTRY

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ROADMAP

Curriculum Domain, Competency and Task Constellations

STAR Domain:	Listening
Associated Competency:	Relationship building and Compassion
Associated Task:	Equanimity

STAR Domain:	Young Adult Leadership
Associated Competency:	Resourcefulness and Communication
Associated Task:	Recruiting

STAR Domain:	Faith Journey
Associated Competency:	Creating Trust
Associated Task:	Spiritual formation

STAR Domain:	Culture
Associated Competency:	**Adaptability**
Associated Task:	Embracing failure

STAR Domain:	Intergenerational Connections
Associated Competency:	Mentorship
Associated Task:	Generational literacy and Digital literacy

STAR Domain:	Community
Associated Competency:	Authenticity and Inclusivity
Associated Task:	Managing conflict

STAR Domain:	Church Leadership
Associated Competency:	Influence and Purpose
Associated Task:	Creating buy-in

STAR Domain:	Frameworks, Programs, & Events
Associated Competency:	Learning
Associated Task:	Sticky programs and Measure and assess